

# THE LOCAL GOVERNMENT SERVICE

No. 7.

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## CONTRIBUTIONS.

The "Local Government Service" is published the 1st of each month. All contributions, which should be addressed to the Editor, "Local Government Service," 24, Abingdon Street, Westminster, S.W.1, should be received not later than the 15th of the preceding month. Opinions expressed by correspondents or in contributed articles are not necessarily held by the Editor or the Association. The Editor welcomes articles and letters on subjects of interest to Local Government Officers. Such contributions should not be of too great length, and should be typed on one side of the paper.

"By these three virtues be the frame sustained  
Of British Freedom—Independent Life,  
Integrity in Office, and o'er all  
Supreme, a passion for the Commonweal."—THOMSON.

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### General Secretary and Offices:

L. HILL, 24, Abingdon Street, Westminster, S.W.1.  
Telephone: Victoria 2558 and 2559.  
Telegrams: Natassoc, Parl., London.

### Chief Organising Secretary:

W. P. FOX, 24, Abingdon Street, Westminster, S.W.1.

### Divisional Organising Secretaries:

Metropolitan District—THE CHIEF ORGANISING SECRETARY.  
North-Western and North Wales Districts—HADEN CORSER, 19, Cooper Street, Manchester (Telephone, 5257 Central).  
North-Eastern and Yorkshire Districts—J. B. SWINDEN, 2, Basinghall Square, Leeds (Telephone, 24861 Leeds).  
Midlands (E. and W.) and S. Wales Districts—J. E. N. DAVIS, Room 79, Newspaper House, 174, Corporation Street, Birmingham (Telephone, 1836 Central).  
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Scotland—J. M. MORTIMER, 135, Wellington Street, Glasgow, C. 2 (Telephone, No. 404 Douglas).

## Communications.

All communications should be addressed to the General Secretary, and communications on different subjects, or relating to separate departments—e.g. "Branch," "Legal," "Education," "Superannuation," "Approved Society," "Provident Society," "Travel Bureau," "Service Conditions," "B. and O. Fund," "Official Journal"—should be sent as separate letters.

## Note of the Month.

THERE can be no doubt that on every count the Lowestoft Conference must be judged highly successful. It was marked by the highest membership the Association has yet reached; by the fusion of the transferred Poor Law officials; by a remarkable volume of business; by the presence of two Cabinet Ministers; and by the keenly enthusiastic spirit of all present.

The addresses given by the Cabinet Ministers and the Members of Parliament were distinctive not only as oratory of a high order but by their depth and broadness. They covered most of the field of local administration and gave forecasts of the possibilities of the future. Praise must also be given to the quality of the debates. There were no speeches—time did not allow—but opinions, ideals and plans were, in the main, set forth tersely and clearly. What more can one ask?

It remains now to carry out the expressed and implied wishes of Conference. To go forward steadily, improving the organisation, elaborating its programme of development, planning for the raising of the status of the service, pressing for just conditions and combating anomalies and injustices.

That is the real force and meaning of Conference. Not talk and junketing, but the formation of an efficient organisation which shall be protective, educative and, if necessary, combative for the rights and progress of its members and the public service.



# Nalگو Provident Society.

## Annual General Meeting at Lowestoft.

The Annual General Meeting of the Nalگو Provident Society opened at 9 a.m., on the 7th June, in the Council Chamber of the Town Hall at Lowestoft. Mr. W. H. Whinnerah was appointed Chairman, and briefly thanked members and extended to them a hearty welcome to the meeting.

After confirmation of the Minutes of the last Annual General Meeting, Mr. H. R. Jones, Wolverhampton, raised the question whether it would not be advisable for members' pass books to be marked with an indication that they had been audited and was assured that the matter would be considered by the Management Committee.

### Accounts.

Mr. W. E. Lloyd, the Honorary Treasurer, presented the financial statement and balance sheet directing attention to the salient points, notably the increased income and the amount invested in mortgages on house property. He pointed out that the heavy sickness experience of last year, especially in the early months when there was an influenza epidemic, had caused the amount credited to members' Best Accounts to drop to 8½d. for each shilling contributed.

After presenting the accounts and balance sheet as published in the Annual Report, Mr. Lloyd congratulated members on the strong position of the funds. His report and the accounts were approved.

### Annual Report.

Items 99 to 114, as published in the Annual Report, were put to the meeting and approved.

On item No. 110, Loans on Mortgage, Mr. Whinnerah mentioned particularly the President's legal work in connection with mortgages and his generosity in handing over his fees to the Benevolent and Orphan Fund.

Special thanks were accorded to Dr. W. H. Barnes, Medical Officer of Health, Camberwell, and Dr. F. E. Scrase, Medical Officer of Health, Hampstead, for their valuable services as Honorary Medical Referees to the Society.

### Alterations to Rules.

Amendments were made to Rules 2, 4 and 14, that to Rule 2—OBJECTS—permitting the undertaking of Joint Life and Endowment Assurance by the Society, and that to Rule 4—INVESTMENT OF FUNDS—was an addition extending the investment of funds on mortgages to Wales and Scotland.

The amendment to Rule 14—LIFE AND ENDOWMENT ASSURANCES—will have the effect of allowing the Management Committee to advance to members under Tables III and IV loans within the surrender value of a policy on the written security of the member alone for the repayment of the amount advanced. Under the Rule as it existed two satisfactory sureties were required as well as a member's written security, but, as the Chairman explained, it had been felt that the convenience of members desiring such loans could be met and the funds of the Society fully protected without requiring the member to seek sureties.

### Election of Committee.

Mr. W. C. Wood, Leeds, moved that Mr. T. Nolan, correspondent of the Leeds Branch, should be elected

to the Committee of Management. He gave it as his view that large Branches should be represented on the Committee, and stated that Local Correspondents have a knowledge of the needs of members.

Mr. Whinnerah acknowledged the force of Mr. Wood's arguments, and said they would be borne in mind, but that at the moment the need was to conserve the funds of the Society by keeping the size of the Committee to present proportions.

This, and the suggestion that Districts should be represented, was referred for consideration by the Committee for report to the next Annual General Meeting.

The Committee of Management for 1930-31 was elected as follows:—

Messrs. W. H. Whinnerah (Manchester), H. Be (Lanarkshire), S. Lord (Acton), Trustees; W. E. Lloyd (Hampstead), Treasurer; A. L. Strachan (Plymouth), A. G. M. Archibald (Glasgow), W. W. Armitage (Sheffield), J. T. Baker (Lambeth), A. G. Bolton (Harrogate), C. Brown (Cardiff), G. W. Coster (Liverpool), G. S. Fraser (Aberdeen), T. Freeman (Manchester), J. E. Gee (Lancashire C.C.), A. P. Johnson (Hampstead), G. Parker Morris (Westminster), F. B. Lunt (Liverpool), F. Marsden (Bradford), Sir Tom Percival (North Shields); Messrs. A. Pinches (Croydon), J. H. Yates (Knutsford), J. V. Singleton (Accrington), J. H. Stone (Newcastle-on-Tyne), J. W. Wilkinson (Southport), and Mr. L. Hill, the Secretary.

## Health Staffs.

### Summary of Salaries and Conditions.

The Minister of Health has issued a tabular summary of information supplied in 1929 by Local Authorities with regard to the remuneration, annual leave, superannuation etc., of Health Visitors, School Nurses, Tuberculosis Visitors and Municipal Midwives.

A circular (No. 1117), which accompanies the Summary states:—

"A perusal of the statement shows that there are still considerable variations in the salaries and other conditions of service of the women public health officers employed by Local Authorities in carrying out similar duties, and the Minister hopes that due consideration will be given to the Statement by the Authorities concerned with a view to the removal of the anomalies which have been shown to exist."

"In particular the Minister desires to draw attention to the wide variations in the salaries paid to Health Visitors, and to the lack of uniformity in the arrangements for the payment of salary during sick leave. It appears to him that Local Authorities who still pay inadequate salaries cannot expect to secure or retain the services of women properly qualified to discharge the important duties attached to the post of Health Visitor, and he trusts that all Local Authorities will consider the desirability of adopting the practice already in operation in most areas whereby these officers receive full pay during sick leave."



# The Conference.

## Large and Enthusiastic Attendance.

### Record B. & O. Fund Purse Session.

In every way the Annual Conference, held in the Sparrow's Nest Hall at Lowestoft on the 7th and 9th June, showed all the marks of success. The welcome was warm, the addresses by Cabinet Ministers and Members of Parliament of a very high order, the spirit of those who attended was keenly enthusiastic, business was dealt with expeditiously, the Purse Session of the B. & O. Fund marked a new high level, and the weather was brilliant.

A feature of the Conference was the wide range of subjects included in the Agenda, and the decisive programme of development and progress laid down for the guidance of the National Executive Council.

### Official Welcome.

At the opening of the Conference at 10.30 a.m. on Saturday, 7th June, the Mayor of Lowestoft (Alderman Shadforth, J.P.) extended a hearty welcome to all the delegates, and wished them every success in their deliberations.

The Mayor dwelt on the attractions of the town, the importance of its chief industry—fishing—and the bravery of its fishermen, many of whom had gained the highest awards of the Royal Humane Society, the Royal National Lifeboat Institution and the Carnegie Fund for their valiant deeds in storm and disaster.

He expressed the hope that delegates would find the town attractive and would leave it with pleasant memories and the consciousness of a successful and happy meeting.

The welcome was endorsed by Sir Gervais Rentoul, K.C., a member for the Borough. Sir Gervais said that when he first heard of N.A.L.G.O. he was not certain whether it was a patent medicine or a new kind of soap, "because politicians did not always know everything, although they sometimes had to pretend they did." (Laughter.)

He had found now that they were a very important organisation representing people who stood in the same relation to Municipal and Local Government politics that the great Civil Service stood to the national Government—they had to look after the men who depended upon the vagaries of elections for their positions—men like Cabinet Ministers and others—and keep them from doing any real harm during their period of office. (Laughter.)

The welcome was acknowledged by the President, who said that he thought that day N.A.L.G.O. would make history, for two reasons. This was the first occasion on which they had had their Poor Law brethren with them. They welcomed them especially because they could feel that they were a united association now. The second reason was that they had an agenda full of useful resolutions, and, in addition, they were honoured with the presence of two Cabinet Ministers.

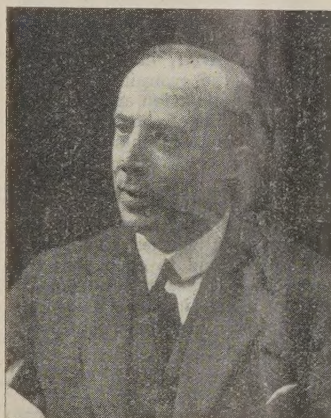
Lord Somerleyton also welcomed the delegates and extended an invitation to them to visit his park and gardens and enjoy the display of shrubs and flowers. (Many delegates accepted this invitation and made a collection amounting to £5 16s. 5d., which was handed over to the Local Hospital Fund).

### Addresses.

#### Mr. W. Graham.

#### Problems to be Faced.

On rising to address the Conference the Rt. Hon. William Graham, President of the Board of Trade, was greeted with sustained and hearty applause. He said:—



MR. WILLIAM GRAHAM,  
President of the Board of Trade.

"Governments come and go—principally go—(laughter)—but the Civil Service and you in the Local Government service go on for ever, and all Governments, irrespective of their political character, of their party complexion, depend upon the body of experience that you build up and on the service which you render under the State and in the local area."

Dealing with the problems which confronted them, he said that, first of all, in the near future, the Government would have to ask their

help, through their public representatives, but no less, of course, through the local officials, in a large conference for the purpose of considering fresh developments in treating unemployment.

They all recognised that the country had been exposed in recent times to a remarkable strain, and from many points of view it was true that they were only now beginning to find out the real weight of the personal and material sacrifices which were made during the European war. There was a brief period of artificial prosperity after that strife, but it left a long period of depression and partial recovery.

What sometimes struck them in the House of Commons



was the almost conspiracy, or, at all events, accumulation, of world forces against our industry and commerce aggravated through the heavy responsibilities which for years ahead they incurred during and immediately after that strife. Whatever might be their party complexion or their economic faith, this country was dear to every one of them—(hear, hear)—and they had to work together for its recovery. Accordingly, in the great economic field a fresh appeal would be made to the representatives of the local authorities and he had not the least doubt that that appeal would reach them in their capacity as public servants and officials, and he trusted, and, indeed, he knew, that they could rely throughout the land on their effective co-operation. (Hear, hear.)

#### Personal Contact.

So much for the great economic problem that confronted them. In the next place there was the large and growing problem in their system of central and local government. It was plain to every one of them that when they had vastly extended the electorate, when they had Parliamentary members who represented many thousands of people in the constituencies, there must always be almost a gnawing anxiety as to whether they could ever come into personal and immediate touch with the great numbers whose representations were committed to their care.

Even in the smallest constituencies to-day they had reached individually and personally only a fraction of the electorate. And, of course, as that electorate grew the gulf tended to widen, and very often in the House of Commons these problems of central government and the difficulty of immediate touch were almost overpowering when they spoke in terms of direct or indirect democracy and the desire to see that the wishes of the people effectively prevailed.

That must be remedied to a very large extent in the locality, but the legislation of recent years, and in this matter all parties were again involved, had tended to centralisation, to larger units, to the grouping of forces until now, in the larger centres of population and, indeed, also in many of the counties, the tasks of the local representatives were almost wholly full-time in character.

He could not speak that morning of what they could do to come as near as possible to direct democracy. It was impossible in these large and complicated states, but they could help the situation by ministering always, in the State and in the Local Government authorities, to the very best service they could put into it and to encourage the masses of people to take their part, at the same time remembering always that sovereignty rested in their breasts if they would only be conscious of the very great power for good which they could exercise.

#### Maintaining Democracy.

Their economic problems were bound up with great problems of a political character in the widest and deepest sense of the term. They must make this central government and local government administration thoroughly effective in order to try to maintain this democracy in its best sense, which it was their common purpose to promote.

Finally, what of the human considerations? In the long corridors of the House of Commons there were volumes and volumes of reports of committees on which they and their predecessors had served, there were volumes and volumes of Acts of Parliament. What influence had they had in successive generations? Every member of every Parliament to-day recognised in the economic problem that there was one great problem which together they had not been able to remove. There was a vast mass of legitimate and unsatisfied human demand.

There was on the other side a large part of our people

unemployed. That was a world proposition. How could they bring effective purchasing power to bear on employment, remunerative and healthy and prosperous, to millions of the people? He had discussed that question with Conservatives and Liberals, with representatives of central government, and many men and women of local authorities. That was the one great human problem lying behind all their work.

Did they not sometimes feel the futility of the task in which they were engaged? He had had twelve happy years in the House of Commons, but there were occasions when that depression was almost too great, and when sometimes they were tempted to feel they would achieve more by personal contact with individual lives rather than by attempting to work this great representative machine. They must even have had similar experience in their local work. Time after time when they had served their local authority and put their best into their effort, they had turned round and asked whether it was all worth while. (Hear, hear.) Part of the reply of all of them was that when they looked back over the history of the country they found its progress had been literally marvellous.

They had not yet appreciated and probably not for a quarter of a century would they appreciate the literally amazing contribution not only in personnel, but in finance and economic effort made between 1914 and 1918 and later, and how such a small island community could be equal to so remarkable a task.

"If these things could be accomplished in strife," concluded the Minister, "marvellous things can be accomplished in peace. You are engaged in making your contribution to the history of your local authorities, a long and honourable record of local government. On the human side there is a great deal to encourage us to-day. Behind all the distress and anxiety there is latent in the breast of millions of people a real genius, an honourable disposition to serve public interests, and that is the spirit which together we must seek to encourage." (Applause.)

### Mr. A. Greenwood.

#### The Importance of N.A.L.G.O.

As he had not sufficiently recovered from his recent accident in which he had suffered a broken collar-bone, the Rt. Hon. Arthur Greenwood, Minister of Health, was unable to attend the Conference as he had promised, and sent the following message:—



MR. ARTHUR GREENWOOD,  
Minister of Health.

"I very much regret that owing to my unfortunate accident I shall not be able to be present at the Annual Conference of N.A.L.G.O. I am greatly disappointed because I should have welcomed this opportunity of meeting the large number of Local Government Officers, on whom so much of the burden of Local Government falls, who will assemble at your Annual



Conference. Will you please convey to the members of the Conference how sorry I am that I am prevented from attending?

I appreciate highly the work which is being done by N.A.L.G.O. At no time in our history has the place of Local Government in our national economy been so important. The duties which fall on Local Authorities are of enormous importance for the general well-being. It is of the highest importance that this work shall be done with the maximum of efficiency, and N.A.L.G.O. can play a great part in achieving this end. I am especially interested in the measures which N.A.L.G.O. have taken for the education of men for the Local Government Service, and I wish every success to them in their efforts. I may say that I hope before long to set up a Departmental Committee in accordance with the recommendation of the Royal Commission on Local Government to inquire into the recruitment of Local Government Officers.

Under the genial presidency of Mr. Johnson, N.A.L.G.O. has already a splendid record behind it, and I feel sure that its progress will be continued."

On the suggestion of Mr. Johnson the following telegram was approved by Conference and despatched to Mr Greenwood:—

"N.A.L.G.O. Conference sincerely thanks you for your message, which is greatly appreciated. We all hope you will have early and complete recovery. All good wishes."

## Mr. A. V. Alexander. Improvement of Conditions.

The Right Hon. A. V. ALEXANDER, First Lord of the Admiralty, explained his connexion with the Conference by saying that before going to the House of Commons he was a member of the Association, and for a time was a branch secretary in Somerset. "I am sometimes told in the House," he said, "that my party is not fit to govern. When I heard Sir Gervais Rentoul's speech this morning I felt that a test which might be applied to parties as to whether they are fit to govern would be whether they knew the work of N. A. L. G. O."



MR. A. V. ALEXANDER,  
First Lord of the Admiralty.

(Laughter.)  
He spent twenty years of his life as a Local Government Officer, and he knew that it was in such

offices that the legislation of Parliament was applied so well. The Officer had to see every detail of it applied with the least possible irksomeness to the whole of the community. For decades the Local Government Officer has not been sufficiently recognised.

He mentioned how he served five years in an office at Bristol and then earned £35 a year, after which he received an appointment at £65 a year. When he told his chief

of this offer, he replied: "It's always the same. We train you till you are a useful member of the staff, and then you leave us." When the question was put: "Well, how much will you give me to stay?" the grudging reply was, "£50." "It was not enough, so I did not stay," said Mr. Alexander.

He stressed the fact that the service was inadequately remunerated on the whole. In the Civil Service and the Local Government Service were men who, if they were allowed to use their ability purely for private profit, would have made very important economic progress. It was true that in some respects the Local Government Officer had conditions which were superior to those in private businesses, but during his service he felt on many occasions that it was exceedingly difficult for an officer to keep his position and to give unreservedly his conscientious service to the public. N.A.L.G.O. had done a tremendous amount towards improving the conditions as he knew them, and in the future it would have a more important sphere to fill.

Mr. Graham had spoken in general terms, but there was no one in the House of Commons who did not acknowledge in his own heart that Parliament was overworked, that it was dealing with too great a mass of business and that in one way or another there must be a division of work. The time was bound to come.

With the setting up of larger areas of local government they must also give more powers of initiation to local areas. One of the extraordinary things in the past had been the extreme jealousy with which Parliaments had guarded against local authorities having powers of initiation. If those powers were not given in the future, with the increasing education of democracy, they would make the local people disappointed and make them lose faith in their local institution.

To undertake such a revision would be a big task for any Government, and he did not think it would take place in the life of the present Parliament, but it was absolutely certain to come, and it was all the more important that they should arrive at such conditions of service as would keep men and women of the right type in the Local Government offices. (Applause.)

## Sir H. Nield. Bill to Be Introduced.

Speaking on the question of the compulsory adoption by local authorities of the Superannuation Act in regard to their officials, Sir HERBERT NIELD, K.C., M.P., suggested that if it was desired he would undertake to introduce a private member's Bill in the House of Commons to deal with the subject. In reviewing the position as obtaining to-day, Sir Herbert said that 664 local authorities had adopted the 1922 Act, and 38 had Acts of their own, but it was amazing to him that 600 urban authorities and 482 rural authorities remained outside.

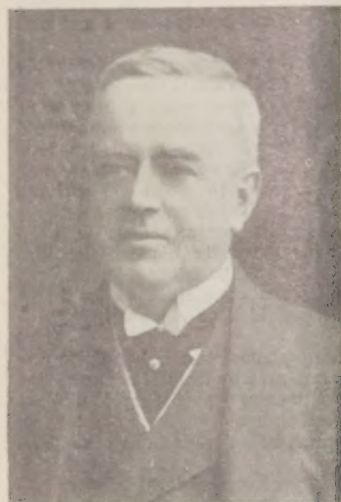
He could well understand the grievance members of the N.A.L.G.O. felt on the subject. They felt that they had those recalcitrant authorities who were short-sighted enough and mean enough not to adopt the Act, and it placed those authorities' officers in a very unfair and invidious position when they came to move elsewhere, because they could not carry with them, as their more fortunate brethren could, the accrued benefits under the Act. He felt that authorities were much to blame for not giving the association greater assistance in the matter.

Sir Herbert recalled what had happened since the Superannuation Bill was introduced in 1922, and said that throughout the negotiations local authorities, like individuals, had sought by any methods, devious and otherwise, to postpone what they regarded as the evil day.

They had tried to use the Departmental Committee as a



reason for not accepting the justice of the claims for the adoption of the Act. But the time had come when there should be no further delay. There were methods by which they could stir up the dilatory departments.



SIR HERBERT NIELD, K.C.,  
Conservative Member for Ealing.

He did not believe it was the Minister of Health who was to blame for the present position. It was the officials, they were the people who chose to take this or that. Therefore he made the suggestion that he would introduce a Bill on his own if the association required it, and he knew that in the introduction of that he would have the support of Mr. Isaac Foot and Mr. H. M. Gibson under the ten minutes rule (Applause). "That," he said, "will at any rate inspire you to feel that the ship is on the stocks and in due course it will

have a Parliamentary launching." (Applause.)

Sir Herbert went on to express his pleasure at being allowed to attend the conference, and said that when he heard Mr. Graham ascribe the present depressed state of the country to world forces he wondered how long he and his colleagues had realised that. He wondered whether it had been borne upon them, the new phrase, which he believed was coined by Lord Passfield, who spoke about the inevitability of gradualness. He supposed it was that inevitability which had at last overtaken Mr. Graham. (Laughter.) Mr. Alexander, in his speech, spoke upon superannuation, and advised them to push against the door until they succeeded in opening it. Advice was all very well, but he believed that active measures were better; indeed, they were essential.

### Mr. Isaac Foot, M.P. Experience of Municipal Work.

MR. ISAAC FOOT, M.P., said he was glad the Superannua-



MR. ISAAC FOOT,  
Liberal Member for Budmin.

tion Bill was to have another Parliamentary hearing. When he left Parliament in 1924 the Bill was drafted and he remembered that arrangements were made to introduce it. He would be very glad to be associated with its re-introduction now, and he could vouch to the Conference for the close interest with which everything connected with the Local Government service was watched in the House of Commons.

They could be assured that those who served their interests in the House had some knowledge of the work of Local Government, and so far as he was concerned he would make it a test of anyone standing for Parliament that he should have some experience of municipal work. He had 17 years' municipal experience, which he crowned with the Chairmanship of a cemetery committee. (Laughter.) And then they said that he was the leader of the Liberal Party on the Council. (Renewed laughter.)

He knew that it was when an Act was passed that the trouble began for Local Government officers. He commended to them a phrase from a book by Joseph Conrad, "An Act of Parliament has not any sense of its own. It has only the sense that is put into it, and that is precious little sometimes."

If an Act went wrong they often blamed the local authorities, but he often thought that the local authorities were more entitled to blame the legislation.

Speaking of Lowestoft, Mr. Foot said he was glad to hear that Oliver Cromwell was associated with the place, because Cromwell was really the founder of their service. When he divided the country into territories and set up Major-Generals, he set up their standard. The Major-Generals of the 17th century were only the prototypes of the Town Clerks of the 20th century.

### Mr. H. M. Gibson, M.P. 100 Per Cent. Membership.

MR. H. M. GIBSON, M.P., referred to his 19 years' membership of N.A.L.G.O. "I am still a member," he said. "A year ago I was working in Manchester Town Hall. In



MR. HERBERT GIBSON,  
Co-operative Member for Mossley, Lancs.

another four years, or less—(laughter)—I may be working there again, because they were very good and kind to me—they granted me leave of absence to carry out my Parliamentary duties." (Applause.)

He emphasised the necessity of having a 100 per cent. membership of the association, because the greater their numbers the greater was the impression they could make on the Government officials. He had found that a

Government department was never much impressed by the justice of a case; its attention was commanded only by the power that could be brought to support the case.

In the minds of the so-called people who count there was a feeling that the local services were a cut below the Civil Service. He did not admit that, and he would not be content until that state of mind was removed. In efficiency of service the local officers were equal to the Civil Service, and they ought not to rest content until they were recognised in that sense by the powers that be. (Applause.)

### Votes of Thanks.

MR. HUGH BEGG expressed appreciation of the remarkably interesting and inspiring addresses they had heard from the two Cabinet Ministers, and moved that the thanks of the Conference should be accorded to the speakers. The



President put the motion to the vote, which was carried by a stentorian "Aye."

Mr. J. H. WARREN, Birkenhead, moved a vote of thanks to the three Members of Parliament for their addresses which was seconded by Miss A. A. Page, Bethnal Green, and carried with another impressive yell of "Aye."

## Presentation to Mr. Kidson.

A presentation of two solid silver fruit bowls inscribed—"Presented to A. F. Kidson, Esq.; by the members of the National Association of Local Government Officers, as a mark of their esteem and thanks for his services as Honorary Solicitor to the Association from 1911 to 1929."

It was made to Mr. A. F. Kidson by the President, who recalled that Mr. Kidson went into the offices of the Town Clerk of Bolton in November, 1879, and later was articled to the Town Clerk. He was subsequently appointed Deputy Town Clerk of Bolton, and after 18 years' service under that Authority he was appointed the first whole-time Town Clerk of Folkestone in 1898, retiring from this position in June, 1928, since when he has acted as consulting Town Clerk. Mr. Kidson had acted as a member of the Law Committee of the N.A.L.G.O. for about 20 years, resigning shortly before his retirement. He had been a member of the Board of Managing Trustees of the Municipal Mutual Insurance, Limited, since 1911, of which he is now Deputy Chairman. Mrs. Kidson, a daughter of the former Town Clerk of Bolton, to whom Mr. Kidson was articled, was invited to the Conference, but was unfortunately prevented from attending through illness.

Mr. Kidson, in offering thanks, stated that he had never judged the time and trouble he had given to N.A.L.G.O. was a work which was amply repaid in the friendliness and consideration of the President and his colleagues on the National Executive Council, and by the good work the Association was doing for the service. He said how sorry his wife was not to be present, but her health did not permit her taking the long journey.

## B. & O. Fund. Purse Session.

Mrs. A. E. Evans, the Deputy Mayoress of Lowestoft, received purses for the Benevolent and Orphan Fund, which amounted to £11,765 8s. 6d., or £1,977 more than last year.

Below we give the list showing the names of Branches and the amounts of the Purses handed in at the Purse Session:—

### METROPOLITAN DISTRICT.

Acton, £40 10s. 9d.; Barking, £22 17s. 10d.; Barnes, £21; Barnet and District, £4 13s. 8d.; Battersea, £13 0s. 4d.; Beckenham, £16 7s. 6d.; Bermondsey, £11 2s.; Bethnal Green, £55; Bexley, £4 5s. 7d.; Brentford and Chiswick, £22 11s. 2d.; Bromley Borough, £21 9s. 4d.; Bromley R.D.C., £7 16s. 5d.; Camberwell, £122; Carshalton, £6 2s. 10d.; Chelsea, £7 0s. 3d.; Chingford, £5s. 6d.; Coudons and Purley, £5 4s. 8d.; Croydon, £79 14s. 11d.; Dagenham, £10 12s. 1d.; Deptford, £40 5s. 9d.; Ealing, £20; East Ham, £100; Edmonton, £11 16s. 6d.; Enfield, £10 6s. 1d.; Epping Forest, £3 11s. 1d.; Epsom, £1 14s. 4d.; Epsom Rural, £2 11s. 5d.; Erith and District, £16 3s. 2d.; Finchley, £35 16s. 7d.; Finsbury, £19 2s. 6d.; Friern Barnet, £2 11s. 6d.; Fulham, £13 9s. 7d.; Greenwich, £18 15s. 6d.; Hackney, £35 7s. 4d.; Hammersmith, £25 4s. 10d.; Hampstead, £425 18s. 5d.; Hampton, £2 6s. 9d.; Hendon,

£10 7s. 5d.; Hendon R.D.C., 1s. 9d.; Heston and Isleworth, £50 3s. 8d.; Holborn, £16 14s. 4d.; Hornchurch, £3 19s. 3d.; Hornsey, £17 11s. 8d.; Islington, £23 9s. 4d.; Kensington, £22 10s.; Kingston, Surbiton and District, £23 2s.; Lambeth, £72 15s. 7d.; Lewisham, £42 17s. 2d.; Leyton, £31 6s. 3d.; L.C.C. Engineers, £1 10s. 4d.; Met. Area, £2 15s. 4d.; Met. Asylums Board, £15 3s. 9d.; Met. Technical, £3 1s. 5d.; Middlesex, £38 3s. 4d.; Mitcham, £2 17s. 2d.; Paddington, £26 5s.; Penge, £1 8s. 7d.; Poplar, £24 18s. 7d.; Port of London Authority, £125 0s. 7d.; Richmond, £15; Romford and District, £9 13s. 7d.; St. Marylebone, £32 9s. 2d.; St. Pancras, £66 19s. 3d.; Shoreditch, £80; Southall-Norwood, £2 2s.; Southgate, £18 5s. 8d.; Southwark, £6 6s.; Staines R.D.C., £1 15s. 7d.; Staines U.D.C., £1 17s. 2d.; Stepney, £1 10s. 7d.; Stoke Newington, £3 5s. 9d.; Surrey, £123 1s. 11d.; Teddington, £5 14s. 8d.; Thames Conservancy, £11 10s. 5d.; Tottenham, £32; Twickenham, £9 3s. 10d.; Wallington, £5 19s. 6d.; Walthamstow, £17 11s. 7d.; Wandsworth, £10 10s.; Wealdstone, £1 16s. 1d.; Wembley, £5 11s. 7d.; West Ham, £100; West Middlesex, £5 12s. 5d.; Westminster, £15 16s. 3d.; Willesden, £45 9s.; Wimbledon, £12 9s. 7d.; Wood Green, £15 19s. 11d.; Woolwich, £77 5s. 3d. *District Total*, £2,550 15s. 5d.

### NORTH WESTERN AND NORTH WALES DISTRICT.

Accrington, £34 14s. 1d.; Altrincham and District, £15; Ashton-in-Makerfield, £2 18s. 1d.; Ashton-under-Lyne, £11 9s. 8d.; Atherton and District, £6 4s. 10d.; Bacup and District, £3 8s. 6d.; Bangor, 5s. 11d.; Barrow and District, £75; Bebbington and Bromborough, £1 10s. 7d.; Birkenhead, £45 14s. 4d.; Blackburn, £34 9s. 9d.; Blackpool, £74 14s. 5d.; Bolton and District, £80; Bootle, £86; Burnley and District, £65 19s. 8d.; Bury, £10 14s. 10d.; Carlisle, £31 3s. 7d.; Chadderton, £14 19s. 9d.; Cheshire A.L.G.O., £2 2s. 2d.; Cheshire County, £60; Chorley, £4 13s. 4d.; Clitheroe, £4 6s. 1d.; Colne, £10 10s.; Colwyn Bay, £10 10s.; Crewe, £13 14s. 8d.; Cumberland, £21 19s. 11d.; Darwen, £8 11s. 11d.; Denbighshire, £21; Dukinfield, £7 5s. 9d.; Eccles, £20; Ellesmere Port, £5 14s. 5d.; Fleetwood and District, £8 13s. 4d.; Flint C.C., £2 7s. 6d.; Glossop, £6 0s. 9d.; Haslingden, £21; Hawarden, £4 6s. 11d.; Hazelgrove and Bramhall, £1 3s. 5d.; Heywood, £33 7s. 9d.; Hindley, £12 8s. 9d.; Holywell, 18s. 9d.; Hoyle, £22 15s. 9d.; Hyde, £5 5s.; Isle of Anglesey, £1 12s. 10d.; Irlam, 14s. 3d.; Lancashire County, £57 19s. 8d.; Lancaster, £54 3s.; Leigh and District, £31 10s. 6d.; Liverpool, £221 9s. 5d.; Llandudno, £10 17s. 9d.; Lytham St. Annes, £31 6s. 1d.; Macclesfield, Congleton and District, £17 0s. 4d.; Manchester, £357 10s. 5d.; Mid-Cheshire, £2 1s. 1d.; Middleton, £15 19s. 10d.; Morecambe and Heysham, £1 10s.; Nelson, £21 11s. 10d.; Newton-in-Makerfield, £6 17s.; N. Western District Small Authorities, £6 19s. 9d.; Oldham, £72 19s. 8d.; Padiham, £5 0s. 3d.; Prestatyn, 10s.; Preston, £100; Prestwich, £1 1s. 9d.; Radcliffe, £6 18s. 3d.; Ramsbottom, £2 16s.; Rawtenstall, £8 7s. 6d.; Rhyl and District, £6 13s. 5d.; Rochdale, £50; St. Helens and District, £40 17s. 2d.; Salford, £180; Southport, £77; Stockport, £150; Stretford, £27; Swinton and Pendlebury, £9 3s.; Tyldesley, £4 4s. 5d.; Wallasey and District, £75 5s. 2d.; Warrington and District, £75 16s. 8d.; Waterloo, £30 7s. 5d.; Westmorland, £25 3s. 8d.; Widnes and District, £40 0s. 1d.; Wigan, £42 3s. 5d.; Worsley, £2 5s. 7d.; Wrexham R.D.C., £7 11s. *District Total*, £2,783 12s. 4d.

### NORTH-EASTERN DISTRICT.

Berwick-on-Tweed, £5 12s. 2d.; Billingham U.D.C., £2 11s. 1d.; Blaydon and District, £3 15s. 4d.; Blyth, £6 10s.; Chester-le-Street, £1 13s. 11d.; Darlington, £35 3s. 10d.; Durham, £31 19s. 10d.; Easington, £10 3s. 3d.; Eston, £2 8s. 4d.; Felling and Hebburn, 11s. 5d.; Gateshead, £35 1s. 8d.; Hartlepool, £3 16s. 1d.; Houghton-le-Spring, £7 10s. 5d.; Jarrow-on-Tyne, £2 15s.; Lancheater, 3s. 4d.; Middlesbrough, £36 11s.; Newcastle-on-Tyne, £122 3s.; Northumberland, £17 3s. 2d.; North-West Durham, £3 18s. 8d.; South Shields, £43 3s. 1d.; Stockton-on-Tees, £15 3s. 3d.; Sunderland and District, £63 3s.; Thornaby-on-Tees, £1 7s. 2d.; Tynemouth, £20; Wallsend, £34; West Hartlepool, £29 5s. 10d.; Whitley and Monkseaton, £3 5s. 5d.; North-Eastern District, £1 8s. 9d. *District Total*, £540 8s.

### YORKSHIRE DISTRICT.

Airedale and Wharfedale, £1 16s. 10d.; Barnsley and District, £38 16s. 7d.; Batley, £15 19s.; Beverley, £3 13s. 6d.; Bingley, £7 10s. 7d.; Bradford, £80 8s. 3d.; Bridlington, £39 11s. 8d.; Brighouse, £10 1s. 9d.; Castleford, £2 1s.; Dewsbury, £9 3s. 7d.; Doncaster and District, £12 5s. 7d.; East Riding, £47 19s. 9d.;



Halifax, £33; Harrogate and District, £22 0s. 3d.; Hemsworth, £7 4s. 10d.; Huddersfield M.O.G., £38 1s.; Huddersfield District, £1 12s.; Hull and District, £88; Keighley, £18 12s. 1d.; Kiveton Park, £1 12s. 6d.; Leeds M.O.G., £220; Mexborough, £3 7s. 6d.; Normanton, £1 17s. 6d.; Ossett, £2 10s. 9d.; Pontefract, Castleford and District, £1 7s. 10d.; Rawmarsh, £7 6s. 3d.; Rotherham M.O.G., £68 8s.; Rotherham Rural, £7 15s.; Rothwell, Ardsley and Stanley, £14 19s. 9d.; Scarborough, £34 4s. 8d.; Selby and District, £1 3s.; Sheffield M.O.G., £250; Shipley and District, £4 8s. 7d.; Skipton, £7 5s. 6d.; Todmorden and District, £33; Wakefield and District, £14 2s. 11d.; Wath, Bolton and Thurnscoe, £2 12s. 9d.; West Riding, £75; Whitby and District, £4 3s. 3d.; York, £20; Yorkshire District, £2 11s. 10d.; *District Total*, £1,255 15s. 10d.

## EAST MIDLAND DISTRICT.

Bakewell and District, £2 1s. 11d.; Boston, 10d.; Buxton and District, £2 4s. 6d.; Chapel-on-le-Frith, £1 10s. 7d.; Chesterfield, £105 18s.; Cleethorpes, £5 10s.; Derby M.O.A., £19 15s. 7d.; Derbyshire, £18 9s. 5d.; Gainsborough, £10 0s. 4d.; Grimsby, £40 14s. 7d.; Heanor, £1 8s. 7d.; Hucknall, 17s. 6d.; Ilkeston, £1 8s. 7d.; Kettering, £19 2s. 4d.; Leicester M.O.A., £44 12s. 6d.; Leicestershire, £52 10s. 4d.; Lincoln City, £66 0s. 10d.; Lindsey, £69; Loughborough, £10 1s. 5d.; Mansfield, £19 18s. 6d.; Newark, £1 9s. 7d.; New Mills, £4 19s. 8d.; Northampton, £23 1s.; Nottingham and District, £95 7s. 9d.; Nottingham C.C., £28 19s. 11d.; Peterborough, £20 11s. 5d.; Rutland C.C., £3 0s. 4d.; Scunthorpe and Frodingham, £3 14s.; Skegness and District, £16 19s. 3d.; Swadincote and District, £11 8s. 2d.; East Midlands District, £6 6s. *District Total*, £704 9s. 5d.

## WEST MIDLAND DISTRICT.

Bilston and District, £7 0s. 6d.; Burton-on-Trent, £20; Cannock and District, £6 9s. 7d.; Central Warwickshire, £21 2s. 9d.; Coventry, £36 17s. 6d.; Dudley, £6 0s. 7d.; Herefordshire, £3 1s. 1d.; Malvern and District, £58 17s. 3d.; Newcastle-under-Lyme, £21 14s. 11d.; Nuneaton, £2 17s. 2d.; Oldbury, £8 5s. 11d.; Rowley Regis, £7 18s. 11d.; Rugby, £1 16s. 4d.; Sedgely, £2; Shrewsbury, £17 0s. 8d.; Shropshire, £31 16s. 4d.; Smethwick and District, £85 15s. 3d.; Stafford and District, £19 19s. 8d.; Stafford County, £41 13s. 10d.; Stoke-on-Trent, £251 16s. 7d.; Tipton, £2 1s. 1d.; Walsall and District, £25 12s. 5d.; West Bromwich, £5 7s. 2d.; Wolverhampton and District, £40; Worcester City, £3 11s. 6d.; Worcester C.C., £30 18s. 3d.; West Midlands District, £5 18s. 3d. *District Total*, £765 12s. 5d.

## EASTERN DISTRICT.

Bedford and District, £31 15s.; Billericay and Brentwood, £7 10s. 10d.; Cambridge M.O.G., £42; Cambridge County, £58 4s. 8d.; Clacton-on-Sea, £11 1s. 4d.; Colchester, £36 10s.; East Suffolk, £27 18s. 9d.; Essex C.C., £58 18s. 5d.; Grays and District, £15 2s. 10d.; Isle of Ely, £6 14s. 2d.; Lowestoft and District, £322 8s.; Luton, £7 14s. 8d.; Norfolk, £66 2s. 3d.; Norwich City, £69 19s. 11d.; Rochford, £16 2s. 10d.; St. Albans, £1 16s. 3d.; Southend-on-Sea, £55 2s. 6d.; West Suffolk, £17 7s. 4d.; Eastern District, £1 9s. *District Total*, £853 18s. 11d.

## SOUTH-EASTERN DISTRICT.

Ashford and District, £5 4s. 1d.; Bexhill and District, £9 1s. 1d.; Brighton, £46 16s.; Canterbury, £3 13s. 7d.; Chatham, £1 8s. 7d.; Caterham and Warlingham, £2 19s. 8d.; Eastbourne, £12 3s. 9d.; East Grinstead, £4 15s. 7d.; East Sussex, £15 19s. 4d.; Folkestone and District, £18 2s.; Gillingham, £10 1s. 2d.; Guildford, £7 18s. 5d.; Hastings, £30; Hove, £1 7s. 11d.; Isle of Sheppey, £2 18s. 1d.; Isle of Thanet, £13 2s. 9d.; Kent C.C., £62 7s. 1d.; Lewes, £1 11s. 5d.; Maidstone, £62 10s.; Northfleet and Swanscombe, 13s.; Oxted, £18 13s. 7d.; Reigate, £17 4s. 10d.; Rochester, £17 2s. 4d.; Sevenoaks, £4 1s.; Tonbridge and District, £9 15s. 5d.; Tunbridge Wells, £4 5s. 9d.; West Kent, £12 15s. 9d.; West Sussex, £10 9s. 1d.; Woking, £1 19s. 4d.; Worthing, £7; South-Eastern District, £3 9s. 4d. *District Total*, £419 9s. 11d.

## SOUTHERN DISTRICT.

Aldershot, £9 12s. 3d.; Basingstoke, £8 11s. 9d.; Berks C.C., £12 5s. 11d.; Bucks C.C., £27 3s. 9d.; Bournemouth, £50; Eastleigh, £1 8s. 7d.; Hants C.C., £31 15s. 9d.; High Wycombe, £2 1s. 8d.; Isle of Wight, £11 2s. 4d.; North Bucks, £5 18s. 10d.;

Oxford C.C., £11 11s. 3d.; Poole, 5s. 9d.; Portsmouth, £29 18s. 9d.; Reading, £64 0s. 6d.; Salisbury, £7 12s. 11d.; Southampton, £30 1s. 7d.; Swindon, £24 9s. 6d.; Windsor and District, £8 4s. 11d. *District Total*, £336 6s.

## SOUTH-WESTERN DISTRICT.

Bath, £23 17s. 5d.; Bristol, £168 2s. 3d.; Cheltenham, £22 6s. 1d.; Cornwall C.C., £36 4s. 1d.; Devon C.C., £127 9s. 1d.; Dorset C.C., £38 2s. 11d.; Exeter, £36 15s. 2d.; Gloucester City, £12 2s. 3d.; North Devon, £1 10s. 7d.; Paignton, £3 13s. 1d.; Plymouth, £83 3s. 10d.; Shepton Mallet, £2 2s.; Somerset, £42; South Devon, 5s. 9d.; Stroud, £3 4s. 8d.; Taunton, £1 10s. 7d.; Torquay, £5 1s. 5d.; West Cornwall, £1 17s. 9d.; Weymouth, £13 5s. 2d.; Wilts C.C., £8 19s. 9d.; South-Western District, 17s. 6d. *District Total*, £683 9s.

## SOUTH WALES DISTRICT.

Abercarn and Risca, £7 3s. 10d.; Aberdare, £65 9s.; Abertillery, Barry, £20 0s. 1d.; Brecknockshire, £10 16s. 7d.; Bridgend, £5 9s.; Cardiff, £131 18s.; Carmarthen C.C., £9 3s. 1d.; Ebbw Vale, £4 10s. 3d.; Gellygaer, £15 1s. 2d.; Glamorgan C.C., £41 5s. 7d.; Gwent and East Glamorgan, £49 3s. 7d.; Llanelli and District, £6 11s. 6d.; Llantrisant, £3 9s. 2d.; Maesteg, £10 1s. 2d.; Magor and St. Mellons, £2 8s. 7d.; Merthyr Tydfil, £49 15s. 2d.; Monmouth C.C., £27 2s.; Mountain Ash, £2 17s. 2d.; Neath R.D.C., £4 5s. 7d.; Newport, £40; Ogmore and Garw, £3 4s. 7d.; Pembrokeshire, £3 9s. 4d.; Pontardawe, £4 8s. 7d.; Pontypridd and District, £49 1s. 10d.; Pontypridd and Rhondda Joint Water Board, £3 8s. 7d.; Porthcawl, £2 12s. 10d.; Port Talbot, £7 3s. 4d.; Radnor C.C., £4 17s. 6d.; Rhondda, £20 7s. 10d.; Swansea, £7 12s. 2d.; Tredegar, £4 1s. 5d.; South Wales District, 2s. 6d. *District Total*, £622 1s.

## SCOTLAND.

Aberdeen and District, £20 13s. 1d.; Ayreshire, 2s. 6d.; Bute-shire, £5 17s. 2d.; Dumbartonshire, £3 2s. 4d.; Dumfries and Kirkcudbright, £2 2s. 11d.; Dundee, £59 16s. 6d.; East Stirling-shire, £11 17s. 10d.; Edinburgh, £54 13s. 4d.; Fife and Kinross, £1 18s. 7d.; Glasgow and District, £8 11s. 6d.; Greenock, £12 19s. 6d.; Lanarkshire, £52 14s. 5d.; North of Scotland, £2 8s. 3d.; Perth, £7 19s. 5d.; Stirling and District, £3 16s. 11d.; West Lothian, 15s. *District Total*, £249 9s. 3d.

## SUMMARY OF DISTRICT TOTALS.

Metropolitan, £2,550 15s. 5d.; North-Western, £2,783 12s. 4d.; North-Eastern, £540 8s.; Yorkshire, £1,255 15s. 10d.; East Midlands, £704 9s. 5d.; West Midlands, £765 12s. 5d.; Eastern, £853 18s. 11d.; South-Eastern, £419 9s. 11d.; Southern, £336 6s.; South-Western, £683 9s.; South Wales, £622 1s.; Scotland, £249 9s. 3d. *Grand Total*, £11,765 8s. 6d.

## Trophy Winners.

The Trophies were presented to the representatives of Branches as follows:—

The "Homewood Crawford" Shield won by Lowestoft Branch with a contribution of £322 8s., or £10 1s. 6d. per member.

The "Bridlington" Cup won by Malvern Branch with a contribution of £58 17s. 3d.

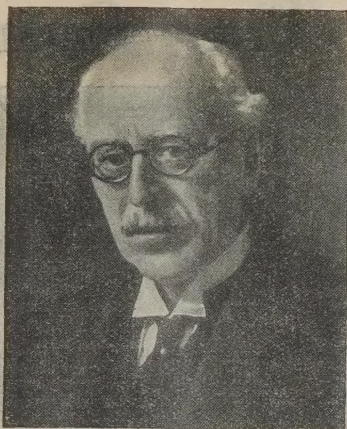
The "Wakefield" Shield won by Hampstead Branch with a contribution of £425 18s. 5d.

Diplomas for contributing a total of over £1,000 were presented to Bolton, Bristol, Leeds and Stockport, and diplomas for contributing over £5 per head of membership to Chatham and Colwyn Bay.

Mrs. G. Franks thanked Mrs. Evans for her interest in the Fund and presented her with a bouquet as a token of appreciation of her graciousness.

In replying, Mrs. Evans said that it had been a great pleasure to her to observe the interest which was taken in the Fund, and she felt that thanks were due from her for being allowed a part in a ceremony which showed how generous the members were.





MR. A. R. JOHNSON,  
*President.*

### Financial Statement.

Mr. W. E. Lloyd presented the accounts and balance sheet of the Fund, pointing out how both income and expenditure had increased considerably. He mentioned particularly the large increase in revenue from the "Help Yourself Society."

### Report.

In presenting the Report of the Management Committee Mr. H. S. Newton drew attention to the progress of the Fund and the increase in the number of Life members. He asked for a united effort in the £100,000 campaign so that the Fund might be put on a solid footing.

### Rule 17.

The notice of motion of the National Executive Council for the alteration of Rule 17 was passed with the result that in future the Branch in each District which has contributed the highest average amount per head of its actual membership during the previous financial year shall be allowed to appoint a member to the Regional Committee. The Rule formerly stipulated that the average should be worked out on the possible membership, and there had been differences in computing what was the possible membership of some Branches.

### Subscriptions.

Mr. E. H. Scarlett moved on behalf of the Norwich Branch a motion asking that the N.E.C. should consider a scheme of subscription to the Fund based on salary. Mr. H. S. Newton spoke in opposition on the grounds that the true basis of benevolence is unforced offerings by the generous minded, and the motion was lost.

A motion of the Manchester Branch for the increase of the subscription by sixpence per annum to provide the cost of consultant's fees for members was withdrawn.

### Annuities.

The Hon. Solicitor for England (Mr. Parker Morris) having given his opinion that it was not possible for the B. and O. Fund to accept a capital sum from claimants in consideration of an annuity for life, a motion of the Scottish District Committee asking the Management Committee to consider the adoption of such a scheme was defeated.

A motion of the Reigate Branch asking for the N.E.C. to consider an annuity scheme was moved by Mr. F. A. Bristow, and carried.

## The President's Address

*To the Members of the Conference.*

I THINK I am quite reasonably entitled to feel extremely happy with the great compliment that has been paid to N.A.L.G.O. by the Cabinet Ministers coming down specially to address the Conference, and equally so with the achievement of the past year. I consider the last twelve months to have been one of the most important periods since the inception of the Association. I appeal to each member of the Association to read carefully the report of the National Executive Council in order to realise the enormous amount of important work done during the past year.

I want at once to congratulate you upon attaining a membership exceeding fifty-thousand for the first time in the history of the Association. It is specially pleasing to know that this figure has been reached before the transfer of the Poor Law Services took place.

One of the most important events of the past year has been the fusion of the National Poor Law Officers' Association and its activities with N.A.L.G.O., and we give them a hearty welcome into our Association. Every transferred officer will find the fullest possible scope within N.A.L.G.O. for exercising the principles of co-operation in the interests of his fellow officers. There should be an accession of strength in membership as a result of the amalgamation of the two Associations, and one wonders if we can reach the sixty-thousand figure by the end of the present year, if so, then I think we shall have justified our action. Sixty-thousand is a large figure; it means more intensive organisation; increased work, and a wider field for the operation of our activities. It will bring with it an addition of responsibility, and a more attentive means of keeping in touch with every member must be faced.

You have at this Conference to consider the best means of making our 'Official Journal' more acceptable, and I remember when the matter was raised last year I expressed my own personal opinion that our Journal as at present was not good enough for N.A.L.G.O.; by that expression I wanted to convey that N.A.L.G.O. ought not to be content with anything less than the best, but I do realise that the production of the right type of Journal is one which bristles with difficulties. The first and foremost is the definition of the right type of Journal, and this you can never get by taking the views of the individual member; each one has his own ideas, and I hope that when the discussion takes place the speakers will approach the question with the realisation that it is not an easy one to solve.

The second event with which the Association is seriously concerned is the publication of the Report of the Royal Commission on Local Government. I think N.A.L.G.O. has every reason to feel satisfied with the amount of time, thought and the number of recommendations which have materialised from the evidence which the Association's representatives gave on the education, training and service conditions of Local Government Officers. As you will see by the Annual Report we feel that unless these recommendations are driven home as quickly as possible all our time will have been wasted.

It is now twenty-one years since I had the doubtful privilege of drafting the first Superannuation Bill which N.A.L.G.O. considered. Since then, we have interviewed a succession of Presidents of the Local Government Board and Ministers of Health almost without a break. Our efforts in that direction have resulted in the setting up of two Departmental Committees, and the question has been referred to by the Royal Commission on Local Government. The Ministry's Reports and the Recommendations

*(Continued on page 166).*



# The Conferen





# Photograph.





have all said "Superannuation is essential and necessary to the Local Government Service," but whenever we have asked for those opinions to be made effective the perpetual cry has been "the time is not opportune." The Local Government Service throughout the length and breadth of England, Scotland and Wales has only N.A.L.G.O. and the Rt. Hon. Sir Herbert Nield to thank for what Superannuation provisions it has got.

I want to say a word or two upon our activities. Let us take first of all the Benevolent and Orphan Fund; the work which it is doing is magnificent, and we want to continue that work without curtailment. This depends on how the claims increase, and I think it must be the declared policy to aim at a big reserve fund, the interest of which would at least maintain the annuities and keep the old people. With regard to the Provident Society, it is astounding how rapidly the applications for loans on mortgage to enable members to buy their own houses have increased. Last financial year we plied the whole of our surplus money of the Provident Society in this particular kind of investment, and we have had enough applications during 1930 to absorb the whole of the estimated surplus for the year. This means that we are face to face with the question as to whether other ways and means can be found for helping our members in this respect, and I hope that there will be no curtailments in this very useful work. We have added to our activities another Insurance Section known as "Legionnaire," and perhaps they will be able to help us to meet this demand. The Approved Society has had a novel experience, and one which we all hope will not have to be repeated; although this was most unexpected, we never thought the Nalgo Approved Society would have to close down the payment of certain additional benefits. I must, however, say that the cause is to the credit of the Association; in any case it is not our fault. When the Widows', Orphans', and Old Age Pensions Act, 1925, was passed, and we realised that there was an opportunity provided by that Act for a large number of our members to come back into National Health Insurance we gave it the widest possible publicity with the net result that we practically doubled our membership with voluntary contributors. Under normal circumstances these re-entrants into insurance would have had to wait five years before becoming entitled to additional benefits, but the Royal Commission on National Health Insurance recommended a shorter waiting period for non-cash benefits, and this recommendation has been given statutory effect to with the result that we have had a tremendous influx of applications for additional benefits eighteen months before they were normally expected. However, the future of the Approved Society is as bright as ever.

I do not want to anticipate what Mr. Abbott will say on the Education side of the Association's activities, but I should like to say that our new venture of the Summer School at Keeble College, Oxford, is a commendable one, and I appeal to as many members as possible to support it. In this appeal I am not asking for anything which will benefit N.A.L.G.O., but merely drawing attention to an association which will benefit those who attend.

I want to pay tribute to the magnificent work rendered during the past year by the National Executive Council; the members of the Management Committees of the Benevolent and Orphan Fund and the Approved Society. I also want to thank, personally, my colleague and deputy, Mr. Marsden, for his splendid assistance; our Honorary Treasurer and the Honorary Solicitors for their most valuable contributions; and to every Chairman and Vice-Chairman of the Standing Committees.

As regards the Report that there has been not less than 100,000 local and eleven Council and Committee members of the Association, I am proud to say that this is a record which has never been equalled before.

I think the thanks of the Conference are to the full extent due to every member of the National Executive Council.

In conclusion, I want to strike a personal note; most of you will know that my term of office as Town Clerk of Hampstead is nearing its close. I shall definitely retire from that Office in January, 1931, and as you all know I shall have to submit to the Rules of N.A.L.G.O. and at the latest cease to hold all offices in the Association at the Edinburgh Conference, 1931. I think it is only fair to tell you now what is my own personal position because you have at a later stage to elect a President for the coming year. If I am re-elected I shall be proud to serve you, but even then you must realise that someone must succeed me in Office at your next annual gathering.

#### Vote of Thanks.

Mr. T. M. Kershaw, Manchester, moved a vote of thanks to the President for his "inspiring address," and said how sorry all would be to learn that after the present year they would have to seek a successor to the President, who had so wisely and genially filled the office. Mr. Johnson was unique, and the man who followed him would have a great task in carrying on the example he had set.

Miss F. R. E. Davies, Notts. C.C., seconded the motion, which was put to the vote by Mr. F. Marsden, and carried with such a shout of "Aye" that the President was visibly affected.

In replying, Mr. Johnson modestly disclaimed most of the credit for his success in the Presidential chair, and said that his colleagues in the Council, and throughout the Association, deserved the greater part of what had been said of him.

#### Election of N.E.C. and Officers.

The result of the election of members of the National Executive Council for the year 1930-31, was as follows:—

##### Metropolitan District No. 1.

##### ELECTED.

Finch, F. R., Deputy Education Officer, Willesden U.D.C. ... ..	4,296
Pinehes, A., Chief Clerk, Electricity Collection Dept., Croydon C.B. ... ..	3,418
Baker, J. T., Rate Collector, Lambeth M.B. ... ..	3,013
Auger, W. G., Sanitary Inspector, St. Pancras M.B. ... ..	2,637

##### UNSUCCESSFUL.

Garrard, A. A., Assistant Secretary to Education Committee, East Ham C.B. ... ..	1,684
McDougall, D., Librarian, West Ham C.B. ... ..	1,206
Whitney, E. G., Second Class Clerk (G.C.), Port of London Authority ... ..	1,174
Page, Miss A. A., Health Visitor, Bethnal Green M.B. ... ..	925
Barton, F. D., Deputy Engineer and Surveyor, Hammersmith M.B. ... ..	890
Worden, L., Clerk to the Hendon U.D.C. ... ..	829
Sara, E., Rate Collector, Woolwich M.B. ... ..	634
Read, F. J., Assistant Borough Accountant, Lewisham M.B. ... ..	625
Lyons, T., Chief Assistant, Town Clerk's Dept., Hornsey B. ... ..	609
Sydney, E., Librarian, Leyton B. ... ..	594
Chapman, C. A., Chief Clerk, Public Health Dept., Deptford M.B. ... ..	513
Lawson, B., Committee Clerk, Ilford B. ... ..	461
Burwell, H. E., Clerk to the Southall-Norwood U.D.C. ... ..	354

##### North-Western and North Wales District No 2.

##### ELECTED.

Willett, F. J., Chief Clerk, Higher Education Department, Salford C.B. ... ..	7,537
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Hinnerah, W. H., Secretary, Paving, Sewering and Highways Dept., Manchester C.B. ...	7,078
Wilkinson, J. W., Deputy Town Clerk, Southport C.B. ...	6,799
unt, F. B., Town Clerk's Dept., Liverpool C.B....	6,456
ee, J. E., Principal Clerk, Public Health Dept., Lancashire C.C. ...	5,454
reeman, T., Chief Accountant, City Treasurer's Dept., Manchester C.B. ...	5,422
ingleton, J. W., Borough Librarian, Accrington B. ...	5,193

## UNSUCCESSFUL.

arter, G., Chief Committee Clerk, Stockport C.B. ...	4,706
Bennett, J., Deputy Borough Treasurer, Blackburn C.B. ...	2,480
Warren, J. H., Committee Clerk, Birkenhead C.B. ...	2,429
Pickup, J. W., Chief Assistant, Cleansing Dept., Blackpool C.B. ...	2,055
uthren, T. D., Committee Clerk, Wallasey C.B....	1,950
Cannell, J. D., County Borough Treasurer, Warrington C.B. ...	1,892
Speight, W. E., Sewage Works Manager, Bolton C.B. ...	1,644
Hewitt, H. E., Chief Clerk, Borough Engineer's Dept., St. Helens C.B. ...	1,572
Yates, J. H., Clerk to the Council, Knutsford U.D.C. ...	1,467
Moss, H., Sales Superintendent, Electricity Dept., Oldham C.B. ...	1,319
Hext, R., Chief Clerk, Surveyor's Dept., Colwyn Bay U.D.C. ...	1,222
Jones, J. D., Ledger Clerk, Rhyl U.D.C. ...	829
Reeves, L., Borough Engineer and Surveyor, Crewe B. ...	819

## North-Eastern District No. 3.

Stone, J. H., Chief Rating and Valuation Officer, Newcastle-on-Tyne C.B. ...	Returned Unopposed.
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## Yorkshire District No. 4.

## ELECTED.

Marsden, F., City Engineer and Surveyor, Bradford C.B. ...	3,368
Armitage, W. W., Head, Plumbing Dept., Sheffield C.B. ...	3,055
Bolton, A. G., Senior Accountancy Assistant, Treasurer's Dept., Harrogate B. ...	2,204

## UNSUCCESSFUL.

Chambers, J., Senior Clerk, Treasurer's Dept., West Riding County Council ...	1,575
Wildgoose, R., Education Architect's Dept., Leeds C.B. ...	1,211
Farmer, F. M., Town Clerk, Pontefract B. ...	851
Clark, J. H., Second Assistant, Rates Dept., Wakefield C.B. ...	711

## East Midland District No. 5.

## ELECTED.

Chaston, J., Clerk to the Council, Kettering U.D.C. ...	1,340
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## UNSUCCESSFUL.

Weston, S. F., Accountant, Water Dept., Nottingham C.B. ...	813
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## West Midland District No. 6.

## ELECTED.

Wotherspoon, A., Medical Officer of Health, Stoke-on-Trent C.B. ...	591
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## UNSUCCESSFUL.

Jones, G. H., Assistant Secretary for Education, Walsall C.B. ...	428
DeRenzi, A. J. C., Borough Electrical Engineer, Newcastle-under-Lyme B. ...	402
Creatorex, A. D., Borough Engineer and Surveyor, West Bromwich C.B. ...	285
Owen, G. A., Chief Inspector of Weights and Measures, Smethwick C.B. ...	226

## Eastern District No. 7.

## ELECTED.

Scarlett, E. H., Committee Clerk, Norwich C.B. ...	622
Smith, J., Senior Clerk, Treasurer's Dept., Southend-on-Sea C.B. ...	395
Lolley, C. F., Chief Local Taxation Officer, Bedfordshire County Council ...	203

## South-Eastern District No. 8.

## ELECTED.

Abbott, E. W. B., Director of Education, Maidstone B. ...	882
Howlett, A., Chief Clerk, Town Clerk's Dept., Folkestone B....	257

## Southern District No. 9.

## ELECTED.

Griffiths, D. L., Town Clerk, Aldershot B....	613
Kimber, A. V., Chief Stores Clerk, Bournemouth C.B. ...	220
Merriman, F. V., Chief Officer for Education, Reading C.B. ...	206
Yarker, A. F., Chief Clerk, Borough Surveyor's Dept., Swindon B. ...	124

## South-Western District No. 10.

## ELECTED.

McAuliffe, M. O., Assistant Secretary to Education Committee, Bristol C.B. ...	1,513
Gibbs, F. A., Deputy County Treasurer, Somerset C.C. ...	497

## South Wales and Monmouth District No. 11.

## ELECTED.

Llewellyn, G., Chief Clerk, Accountant's Dept., Monmouthshire C.C. ...	1,088
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## UNSUCCESSFUL.

Williams, F. J., Rating and Valuation Dept., Swansea C.B. ...	794
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## Scottish District—Glasgow Area No. 12a.

Archibald, A. G. M., Chemist, Chemist's Dept., Glasgow B. ...	Returned unopposed.
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## Scottish District—East and North Area No. 12b.

## ELECTED.

Walls, R., Cashier, Town Clerk's Office, Edinburgh B. ...	806
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## UNSUCCESSFUL.

Bishop, D. R., Chief Clerk, Gas and Electricity Dept., Aberdeen B. ...	244
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## Scottish District—South and West Area, etc., No. 12c.

## ELECTED.

Begg, H., County Veterinary Inspector, Lanarkshire C.C. ...	338
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## UNSUCCESSFUL.

Campbell, J., Inspector of Poor, Kilbarchan Parish Council ...	303
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## For a Representative of the Women Members.

	Anderson, M. J.	Franks, Mrs. G.	Rodgers, Miss E.	Wooldridge, Miss L. H.
District 1 ...	675	3,495	401	720
" 2 ...	1,120	6,054	769	1,432
" 3 ...	11	163	1,238	13
" 4 ...	274	3,533	241	109
" 5 ...	106	1,560	98	252
" 6 ...	75	380	55	1,369
" 7 ...	155	597	105	186
" 8 ...	109	739	87	112
" 9 ...	117	731	94	90
" 10 ...	160	1,185	83	335
" 11 ...	235	1,047	127	473
" 12 ...	1,949	312	21	9
Total ...	4,986	19,796	3,369	5,100



## ELECTED.

Mrs. G. Frank, Head Inspector, Maternity and Child Welfare Department, Public Health Department, Sheffield C.B.

## Honorary Officers.

The Honorary Officers for the year 1930-31 were elected as follows:—

*President:* A. P. Johnson, M.A., Town Clerk, Hampstead.  
*Three Vice-Presidents:* E. W. B. Abbott, Director of Education, Maidstone; S. Lord, Borough Treasurer, Acton; F. Marsden, City Engineer and Surveyor, Bradford.

*Three Trustees:* H. Bagg, County Veterinary Inspector, Lancashire; S. Lord, Borough Treasurer, Acton; W. H. Whinnerah, Secretary, Paving and Highways Department, Manchester.

*Honorary Treasurer:* W. E. Lloyd, Borough Treasurer, Hampstead.

*Honorary Solicitors:* (ENGLAND)—Parker Morris, Town Clerk, Westminster; (WALES)—C. G. Brown, Town Clerk, Cardiff; (SCOTLAND)—G. S. Fraser, Town Clerk, Aberdeen.

## Size of Voting Paper.

Mr. T. M. Kershaw, Manchester, moved an Amendment of the Manchester Branch, which was subsequently carried, that for future elections the voting paper should be of a more convenient size. He stated that as regards the North-Western District, at any rate, the present dimensions were awkward. In seconding, Mr. F. W. Humphries said that the present form was unduly tiring for those who had to count votes.

Mr. A. Pinches said that the sub-committee dealing with the form had considered the points which had been raised, and had come to the conclusion that it was better to have all the names on the one form, even if it made the form rather large. Mr. O. L. Abbott, Manchester, spoke in support of the amendment. Miss A. A. Page, Bethnal Green, raised a query in regard to the proposed separation of the form into one for the men members of the N.E.C. and another for the woman representative, as to whether the vote would be valid if only one form were completed, and was informed that the vote would be valid.

## Appointment of Auditors.

On the motion of the N.E.C. moved by Mr. F. Marsden, Messrs. Jackson, Pixley and Co., Chartered Accountants, of 58, Coleman Street, London, E.C. 2, were appointed the Association's auditors for the year 1930-31.

## Appointment of Scrutineers.

Messrs. R. H. Bailey, G. T. Randlesome, R. Thirlway, J. Kingdon, K. Savage, and F. G. Southgate, were appointed scrutineers to record votes during the Conference.

## Financial Statement.

Agreement was given to the financial statement, and Balance Sheet, which were presented by Mr. W. E. Lloyd, the Hon. Treasurer. Mr. Lloyd dealt particularly with the General Fund, the Special Activities Account, the Defence Reserve Fund, the Staff Superannuation Fund and the details of the excess of assets over liabilities shown in the Balance Sheet.

## Annual Report.

In accordance with the method first adopted at the Conference, motions dealing with items in the Annual Report were considered in conjunction with those items.

## Widows' Pension Scheme.

Mr. W. H. Whinnerah asked that the report on the proposal to establish a Widows' Pension Scheme should not be considered as final, but that opportunity would be taken to explore the matter further and to make efforts to popularise such a scheme and obtain the required amount of initial support to justify its inception.

## Superannuation.

In conjunction with the report as to what had been done towards legislation making superannuation compulsory (Para. 7), a motion by the Essex County Branch was carried urging the Minister of Health to promote a Bill for the compulsory superannuation of all Local Government Officers.

## Special Sessions.

On Para. 11 of the Report the N.E.C. were asked to give further consideration to the question of arranging a special session at each Conference for the discussion with representatives of Local Authorities of matters relating to local government and the service.

## Improving the "Journal."

Four notices of motion and two amendments appeared on the Agenda in connection with the report of the N.E.C. on the Journal (Para. 12). The motion of the Dunbartonshire Branch that the Journal be discontinued and the average yearly cost of publication credited to the Defence Reserve Fund was moved by Mr. J. A. Goodwin, Dunbartonshire, but did not secure a seconder.

Miss E. Gaukroger, West Riding, moved the motion of the West Riding County Officers' Branch instructing the N.E.C. "to appoint a special committee charged with the duty of producing a journal that will reflect worthily the status, opinions and aims of Local Government Officers." At the start Miss Gaukroger admitted that there were few things more difficult than producing an official journal of high standard, but that at present dissatisfaction prevailed. She stated that technical knowledge was required, and that therefore the special committee should have power to co-opt qualified persons to advise. The time was opportune in her opinion for a really good journal.

Mr. J. Compton, Barking, speaking to this motion, said that the problem was not that of a trade journal or a question of profit and loss. The guide must be a clear image of what is wanted, and that is a journal which must show what the Association stands for, what it does and what it sets out to do.

Mr. C. J. Newman, Exeter, instanced the non-publication of certain items of news from his Branch as a cause of irritation, and suggested that correspondents might be appointed in each District.

Mr. A. E. Odell, Southwark, asked that whatever was decided it should be borne in mind that the subject was one of urgency and not a matter for leisurely consideration.

Speaking for the N.E.C., Mr. F. Marsden said that every member of the Council desired to do all that could be done to improve the Journal, but no concrete suggestions were forthcoming from the critics. It must be remembered, he said, that the journal was not a professional or technical journal, but the organ of the Association, and dealt with



service not a section of it. He asked for assurance that additional expenditure which might be involved should be mentioned. The motion was carried, and other motions on the same subject fell through.

### Education-Administrative Posts.

Mr. J. Compton, Barking, moved the motion of the Barking Branch instructing the N.E.C. to explore the possibilities of enabling officers in educational administration to secure teaching experience. Mr. T. R. Bryan, West Riding, opposing, said that teaching experience was essential, but this motion implied that it was. Mr. Marsden dealt with what had been done by the N.E.C. A. W. Allen, of the Association of Directors and Secretaries for Education, said that his Association was not sympathetic, but he felt that the Barking resolution was coming at an open door. He referred to some of the anomalies which would be raised. Would the officer leave his administrative post kept open for him while he was teaching? Would the teacher be allowed to gain administrative experience? What, if any, salary arrangements would be made? He contended that what was essential was high academic qualification if the administrator were to hold the respect of the teachers. The motion was put to the vote and lost.

### Defence Reserve Fund.

An amendment of the Manchester Branch to a motion by the Dumbartonshire Branch was carried, the effect of which was that the title of the Defence Reserve Fund is changed to General Reserve Fund; that all surplus above £10,000 on General Account will be transferred to this Fund each year; and that the N.E.C. may meet from this Fund all payments for sustentation purposes.

### Standing Joint Committee.

On para. 23 of the Annual Report, dealing with the Standing Joint Committee, Mr. R. H. Storer, of the Institute of Public Cleansing, tendered thanks to the N.E.C. for its efforts in connection with the Committee and the spirit in which it had met the representatives of other bodies.

### Sanitary Inspectors' Association.

Mr. F. Pollard, of the Sanitary Inspectors' Association expressed agreement with para. 24 of the Report dealing with the settlement made with the Sanitary Inspectors' Association in regard to evidence given before the Royal Commission on Local Government and said that his Association appreciated the manner in which the representatives of the N.A.L.G.O. had met their wishes.

### Provincial Whitley Councils.

Pleasure that the N.E.C. had proceeded on its line of action in regard to Provincial Whitley Councils was expressed by Mr. W. Donnan, Yorkshire District, who also said that honour was due to those members who acted on such Councils. He asked the N.E.C. to urge on all Branches the need for strong propaganda to obtain the formation of local Whitley Councils.

### Amalgamation of N.P.L.O.A.

On para. 34 of the Report dealing with the fusion of the N.A.L.G.O. and the N.P.L.O.A., Mr. G. W. Coster, one of the N.P.L.O.A. representatives on the N.E.C., said he was grateful for the opportunity of attending such a gathering. He also acknowledged on behalf of transferred Poor-Law officers generally the welcome extended to them in the Branches throughout the country. It was a great blow that, as a result of recent legislation, it was impossible for the National Poor-Law Officers' Association to continue.

In various directions that Association could claim to have been of service to the Poor-Law officers, but the blow and loss as a result of their eclipse were to some extent mitigated by the fact that the Poor-Law Service had been transferred to a Service which had an organisation like N.A.L.G.O.

Sir Tom Percival also referred to the cordiality with which they were received by the negotiating Committee who brought about the amalgamation. Some of them felt that in the early stages they were likely to be treated somewhat as poor relations, but the N.A.L.G.O. Committee speedily undeceived them. It was a pleasure to meet and confer with them with what he hoped would be a most happy result. He did not think the country at large had realised the wonderful feat by which the huge Poor-Law machine had been transferred from one authority to another. The smoothness with which this tremendous transfer had taken place was almost incredible and was an excellent testimony, not only to the efficiency of the machine as it stood, but to the efficiency of the new bodies who had taken it over. Equally it had been a revolutionary change to merge two great organisations so successfully and so smoothly, as had happened.

He had been touring the country during the last four or five weeks, and he had been astonished and delighted at the cordial relations already established between members of the Branches. Of course, this was not surprising, for they knew each other before, and there were already firmly established friendships existing. It was extremely promising that within eight or nine weeks of the fusion friendly relations had been established between Poor-Law officers and their new friends, and he expressed hearty appreciation. They had much to learn, and there might be opportunities of helping, but, with the new accession of strength, it was obvious the Association should steadily go from greater to greater things. Increased membership and power presented increased responsibilities, and they hoped it would be possible for them to secure the great ideal at which they were aiming, namely, to make this public service of greater use to the country which they had the privilege to serve.

Mr. A. P. Johnson, in acknowledging the thanks of the N.P.L.O.A. representatives, said that it was a pleasure to welcome them, and that it would be obvious that the transferred officers had already shown the Nalgo spirit.

### Salaries.

A motion of the Dumbartonshire Branch "That the N.E.C. (1) ascertain the salaries paid to local government officers throughout the country; (2) where salaries paid are below the N.A.L.G.O. scale, that negotiations should be opened by the N.E.C. with the bodies concerned; and (3) that a report on the subject be laid before the 1931 Conference, with recommendations as to the steps to be taken to secure the operation of the N.A.L.G.O. scale," was moved by Mr. J. A. Goodwin, who said that there were great diversities in rates of payment and the salaries of officers outside the professional classes were not governed by a recognised scale.

Mr. F. Marsden, in opposing the motion, said that as far as information was available and obtainable, the Council had as much as it was possible to get. The question of a level rate of salary for a certain position occupied by a local government officer was not a new suggestion. It had been discussed on many occasions, not only in Conference but by the National Executive Council, and by the National Whitley Council when it was functioning. It had always been a unanimous opinion that it was impossible to make a scale which could apply to clerks throughout England, Scotland and Wales. Conditions and cost of living, say in a London borough or in an industrial town, were entirely different from the position in a small rural district. Again, if there were a national scale, how could it be applied?



Some people would be perfectly willing to reduce salaries if there were a national scale, and there was the great danger of the maximum becoming the maximum. That was why they had advocated the establishment of a Whitley Council for as large an area as possible. The motion was lost.

### Royal Commission on Local Government.

THERE were four resolutions tabled in regard to the recommendations of the Royal Commission on Local Government. They were—

By the Glasgow and District Branch: "That this Conference requests the National Executive Council to take all possible steps to secure the general adoption of the recommendations made by the Royal Commission on Local Government and further requests that the evidence submitted before the Royal Commission on the Civil Service be reviewed in order that action may be taken along similar lines where desirable."

By the Aberdeen, Banff and Kincardine Branch: "That this Conference of Local Government Officers welcomes the recommendation of the Royal Commission on Local Government, that Local Authorities should consider how publicity given to invasions of personalities in connection with questions relating to Salaries and Promotion can best be minimised as it is strongly of opinion that such public debates have a detrimental effect on the Service generally. The Conference therefore urges the National Executive Council to take all possible steps to secure that the said recommendation be given effect to by Local Authorities at the earliest opportunity."

By the North-Eastern District Committee: "That in view of the expression of opinion as to publicity in regard to Salaries and Promotion within the Service, given by the Royal Commission on Local Government in paragraph 479 of the Final Report (issued November, 1929), this Conference recommends the National Executive Council to consider the advisability of promoting suitable general legislation on similar lines to that in operation in Birmingham or to take such other steps as they deem necessary or desirable and that they seek the active co-operation of the Associations of all Local Authorities herein."

By the Leeds Branch: "That this Conference expresses its dissatisfaction with the inconclusiveness of the recommendation of the Royal Commission on Local Government with regard to security of tenure; and instructs the National Executive Council to take all possible steps to secure—

- (a) the amendment of the law so as to provide that, notwithstanding the provisions in Section 198 of the Public Health Act, 1875, and other analogous enactments empowering Local Authorities to dismiss their officers at pleasure, it should be competent for Local Authorities to enter into contracts with their officers providing for reasonable notice of termination of any such contract on either side, and that such contract should be binding on both parties;
- (b) statutory protection for all officers whose tenure of office is, or may be, endangered by reason of the nature of their official duties, and/or
- (c) the institution of a suitable court of appeal for all such officers."

In each case the N.E.C. were prepared to support the resolution because, as Mr. C. E. Mulholland said, in moving the Leeds motion, the purpose was to strengthen the hands of the Executive in pressing forward for the reforms demanded.

### Summer School.

Mr. E. W. B. Abbot spoke of the plans which had been made for the Summer School at Keeble College, Oxford, from the 2nd to the 16th August, and of its value to those

who would attend. Mr. T. N. Grimshaw, Wakefield, moved the motion of the Wakefield Branch approving the organisation of the Summer School, and directing the N.E.C. "to urge Local Authorities to encourage Local Government Officers to attend by granting one week's leave of absence without loss of salary." Miss A. A. Fenn, Bethnal Green, in seconding the motion, said that possibly some of the elder members of the organisation would also benefit by attending the summer school. It might, however, be the case that some members would be reluctant to devote so large a part of their holiday as attendance at the school required.

Subject to an amendment of the Manchester Branch, that the N.E.C. should only approach Local Authorities on the matter at the request of the Local Branch, the resolution was adopted.

### N.A.L.G.O. Examinations.

In moving the motion of the Somerset Branch on paragraph 50 of the Report "That candidates who satisfy the examiners in a majority of subjects in the N.A.L.G.O. Intermediate Examination be exempted from taking those subjects in a subsequent examination provided that within a period of twelve months they obtain a pass at one examination in the remaining subject or subjects." Mr. E. J. Pratt, Somerset, said that his branch were pleading for men who had not been more fortunate than to obtain an elementary education. The resolution was intended to help the elder members of the staff, who were, perhaps, not more than juniors in the service, and who were held up by this bar.

Mr. E. W. B. Abbott said that at the moment affairs were in a transitional stage. The Education Committee had carried out the desire of Conference that the Intermediate should be made as easy as possible to those who were forced to study after the completion of their day's work. At the instance of the Somerset branch, the Education Committee had done what its members were now requesting, but in a temporary manner only; the Committee had taken into account the position of each student and then referred him to certain lines of study. He was not wholly convinced that it was desirable, but the Education Committee would be glad to go into the matter and report at next year's Conference.

A motion moved by Mr. E. O. Jones of the Southwark Branch "That it be referred to the Education Committee carefully to consider the question of granting for a limited period exemption from the Preliminary and Intermediate Examinations of the Association to Local Government Officers who have had several years' experience in the service and held responsible positions but who by reason of a desire to proceed to the Final Examination direct without having to take the more general educational subjects set in the two previous examinations provided always that their standard of education is equal to that set in such examinations." In opposing Mr. E. W. B. Abbott said that if they granted exemption it was only where an examination of equivalent value had been taken and passed. That policy should not be reversed. The 1924 Conference had decided that certificates should not be given except for pass. Of what good could a certificate be that had been given without submission to the examination test? What importance would local authorities attach to such a recommendation? The motion was lost.

### Vote of Thanks.

The balance of the Annual Report having been passed, Mr. C. J. Newman, Exeter, proposed a vote of thanks to the National Executive Council which was seconded by Mr. R. Williams, South Wales, and once again the cheerful and enthusiastic shout of "Aye" filled the hall.



### Educational Policy.

A MOTION of the Glasgow and District Branch "That a Conference requests the National Executive Council take all reasonable steps to bring the Association into closer contact with the provincial Universities and Colleges—on the view to the broadening of the Educational Policy of the Association," was moved by Mr. H. D. Ferguson, who said it was put not as a criticism but as a constructive motion designed to assist in strengthening the educational policy. It was seconded by Mr. J. T. Allen, Glasgow, supported by Mr. E. W. B. Abbott and carried.

### Conference Railway Fares.

To a motion of the Gateshead Branch "That, with a view to encouraging and enabling all branches to send a representative to the Annual Conference in the future the railway fare (at the reduced rate) of one delegate from each Branch attending the Annual Conference be paid from the General Funds of the Association," there were four amendments. The amendment submitted by the North Western and North Wales District Committee, "That with a view to encouraging and enabling all Branches to send a representative to the Annual Conference, the National Executive Council be instructed to explore every avenue with a view to giving effect to such object and to report to the next conference," was carried.

### Period of Conference.

THE amount of business to be dealt with by Conference, led to the Stockport Branch tabling a motion to extend the session to the Tuesday after Whit-Sunday. The Reigate Branch endeavoured to meet the problem by eliminating from the Agenda all items which had been considered and rejected by Conference within three years. Hull and District Branch suggested the reduction of the time spent on the formal business of the official welcome, the addresses and the B. and O. Fund Purse Session, while Islington Branch pressed the idea that Conference should open at an earlier hour each morning. None of these suggestions met with the approval of Conference, and the motion and amendments were lost.

### Voting at Conference.

Mr. S. W. BUSBRIDGE, Maidstone, in moving the motion of the Maidstone Branch "That this Conference is of opinion that the system of voting as at present carried out at the sitting of the Conference is wrong, and does not interpret properly the voting of the Delegates and the Branches they represent, and that an up-to-date system of voting be instituted," said that often in voting by "Ayes" and "Noes" there might be a shade of doubt as to the result owing to the greater lung power of one section or the other. Mr. H. R. Jones, Wolverhampton seconded, and Mr. A. Webb, Brighton, Mr. A. S. Fleet, Surrey C.C. and Mr. C. J. Newman, Exeter, supported. Mr. H. Fair, Wigan, in opposing said that he liked the shout. "When we have something to shout about," he remarked, "we like to shout." Mr. T. M. Kershaw, Manchester, said that if any change was made in voting procedure he hoped it would not apply to votes of thanks, as the typical Nalگو yell of "Aye" was very heartening, and must be gratifying to the recipients of the votes.

Appropos of the doubts expressed as to the present method, Mr. A. P. Johnson said that if he ever had any doubt as to the result he always asked for a show of hands, and after that it was always open to demand a card vote. The motion was lost.

### Conference Agenda.

Mr. H. T. JONES, Barking, moved a resolution of the Barking Branch which was carried, the effect of which will be that in future a copy of an Agenda giving resolutions to be moved and recommendations made by the National

Executive Council will be sent to each Branch in time to permit full consideration of such Agenda and motions or amendments to be tabled by Branches before the day appointed for the submission by Branches of resolutions for the Conference.

### Holiday Home and Camp.

By the adoption of a resolution of the Manchester Branch and an amendment of the St. Pancras Branch, the N.E.C. were instructed to consider the questions of acquiring a Nalگو Holiday Home and establishing a Holiday Camp.

### Hospital Services.

Mr. A. G. M. ARCHIBALD moved a motion of the Glasgow and District Branch, approving the provision of fee-paying wings in General Hospitals for patients unable to meet nursing home charges, and asking the N.E.C. to assist and advise where necessary to secure this benefit for members. Mr. F. Marsden praised the suggestion and the motion was carried.

### Donations to Charities.

IN moving the Salford Branch motion, "That the following Rule be added to the Rules and Constitution of the Association, namely:—'It shall be competent for the National Executive Council out of the General Fund of the Association and for District Committees and Branches, out of their respective General Funds, to make donations to any charitable or other institution or object,'" Mr. L. H. Taylor, Salford, asked that the amendment of the North-Western and North Wales District Committee adding the words "not being a political institution or object," should be combined with it. Mr. R. W. Hives on behalf of the North-Western District, stated that he had no objection to this. Mr. Taylor said there could be little to object to in the proposal as there were many local charitable and other objects which should be supported by Branches, but at the moment there was no definite sanction in the rules for such expenditure of Branch Funds. As an example of the "other objects" he instanced the forthcoming celebrations of the seven hundredth anniversary of the granting of the charter to Salford in connection with which everybody, including the Branch, had been asked to subscribe.

Amendments to delete the words "or other" were submitted by the Manchester and Perth Branches, that of Manchester being lost, and Perth withdrawn. After considerable discussion and a statement by Mr. Parker Morris that the present Rule 2 (n) did not cover the subject of the motion, the amended motion was lost.

### Honorary Members.

A motion of the Glasgow and District Branch "That Rules 3 and 4 be altered to provide that Branches may elect to Honorary Membership of the Branch retired members and others—including those who have not been Local Government Officers—who have rendered outstanding services to the Branch," moved by Mr. J. Millar and seconded by Mr. N. Cameron, was opposed by Mr. F. Marsden, who said that Honorary Membership was jealously conserved and only conferred on those whose services had been of outstanding merit. The motion was lost.

### Honorary Officers.

VOTING by voice and show of hands was so close on the motion of the North-Western and North Wales District Committee "Nominations may only be submitted by the Council for the Office of President, and nominations for the other Honorary Officers, may only be submitted by the Council and/or a District Committee, and all Honorary Officers shall be elected on such nominations, by the Annual Conference, and that the present Rule 19 (b) be amended accordingly," that a card vote was taken which resulted in the resolution being carried. The vote was: For 18,289, Against 17,228.



### Constitution of the N.E.C.

THE motion of the Eastbourne Branch "That Rule 33 of the Rules and Constitution dealing with the Constitution of the Council be amended so as to include the three Vice-Presidents of the Association in such constitution" was rejected.

### Alteration of Rule 51.

Mr. F. MARSDEN in moving the motion of the N.E.C. for the amendment of Rule 51—Representation of Classes of Authority, stated that alteration was necessary on account of the altered conditions due to the Local Government Act. On a show of hands this motion was lost, but the motion of the West Riding Branch, "That having regard to the probable large accession of members through the amalgamation of N.A.L.G.O. with the National Poor Law Officers' Association, the National Executive Council be instructed to prepare such amendments of Rules as will ensure adequate and proportionate representation of the various classes of authorities on the National Executive Council, and that for the time being the principle approved at the Annual Conference, 1929, be continued," was carried.

### Constitution of Branches.

A motion of the Bellerby and Brentwood Branch seeking to amend Rule 55 by giving the N.E.C. power to sanction the formation of Branches was opposed by Mr. F. Marsden who mentioned the difficulties which would be met in spluttering authorities among Branches. The motion was lost.

A motion of the Skipton Branch to provide the opportunity for N.A.L.G.O. Members who have been transferred to towns away from their County Offices to become affiliated members of the Branch nearest to where they reside was withdrawn.

### Legal Assistance.

RULE 77 Legal Assistance, provides that if a Branch declines to support a member's claims for assistance, he may appeal to the N.E.C. and a motion of the Blackburn and District Branch sought to add the proviso that "under no circumstances will a communication be forwarded by the Council to the Local Authority without first submitting same to the Local Branch for their approval." An amendment by the Hull and District Branch, substituting the word "comments" for "approval" was carried, but the amended motion when put was lost. In speaking on this subject, Mr. Parker Morris said that the principle in force was not to prejudice relations between Branches and their Councils, but a position was conceivable in which it might be necessary to communicate with an authority without the approval of a Branch.

### Standing Joint Committee.

Mr. W. E. LLOYD, Honorary Treasurer, moved the motion standing in the name of the N.E.C. amending the Constitution of the Standing Joint Committee. Amendments of the Association of Local Government Financial Officers and the Society of Clerks to Urban District Councils were accepted and the motion passed. Rule 5 is amended to provide for the invitation of representatives of sectional and professional societies to membership of the Standing Joint Committee on the recommendation of that Committee. Rule 89 is amended by the deletion of the guarantee that at least one-half of the members of any sectional society are also members of N.A.L.G.O. Rule 93 providing for the formulation of a scheme of salaries and service conditions is deleted. Rule 95 is amended to allow two representatives to any sectional society which has fewer than 250 members with an additional representative if its membership is over that figure.

### 1931 Conference.

Mr. R. WALLS moved the acceptance of the invitation, of the Edinburgh Branch to hold the 1931 Conference there and the Rt. Hon. William Graham sent a message stating that he wished to be associated with the invitation, and would do all in his power to make it a memorable occasion. The invitation was accepted.

An invitation to hold the 1932 Conference in Weston-super-Mare was supported by Mr. H. L. Lloyd, Somerset.

### Votes of Thanks.

Mr. A. P. JOHNSON moved a hearty vote of thanks to The Chairman of the Conference Council (Mr. C. Ashton Stray), Town Clerk, Lowestoft, and the Conference Secretary (Mr. R. P. Howard).

The Lowestoft Conference Council.

The Mayor and Corporation of the Borough of Lowestoft.

The Chairman and Members of the Lowestoft Reception Committee.

The Chairman and Members of the Parks and Properties Committee of the Borough of Lowestoft.

The Rector of Lowestoft and Clergymen.

Lord and Lady Somerleyton.

The Norwich City and Norfolk County Branches of N.A.L.G.O.

The Secretary of the Lowestoft Advertising Committee (Mr. W. R. Robinson).

The Lowestoft Golf Club.

for all that they had done to give pleasure to the delegates and make the business of the Conference so comfortable.

Mr. C. Ashton Stray, Town Clerk and Mr. R. P. Howard, Conference Secretary, replied.

Mr. Johnson also proposed a vote of thanks to the staff, in reply to which Mr. L. Hill, the General Secretary, said that the work of the Association was carried on by a very loyal and keen team.

Mr. W. J. Blainey moved a vote of thanks to the President for the manner in which he had presided over the business of Conference.

These votes were carried with what Mr. Kershaw had earlier described as the "typical Nalgo yell of 'Aye'."

## Social Events.

While a great deal of the time of delegates was occupied in official business, opportunity was taken to plan a delightful series of social events and excursions from the Mayoral reception on the evening of Friday, 6th June, to a round of dances, trips on the Broads and motor tours in the neighbourhood.

### Golf, Tennis and Bowls.

Tournaments were held on the Friday for national trophies in golf, tennis and bowls, and there was a gratifying number of entries and a high degree of skill in play.

The Golf Tournament for the "Alex. Walker" Shield was held at the Lowestoft Golf Course, the winner being Mr. S. Lord, Borough Treasurer of Acton.

The Tennis Tournament was held at the Dene Oval Courts for the "Lowestoft" Cup, the winner being Mr. A. Paton, of Tunbridge Wells, the open singles champion of Kent.

The Bowls Tournament for the "Hugh Begg" Cup was played at the Sparrow's Nest Green, the winners being Mr. A. J. Croxford's team.

The trophies were presented to the winners by the Deputy-Mayor during the morning session of the Conference on the Saturday.



### Mayoral Reception.

Alderman George Shadforth, J.P., the Mayor of Lowestoft, held a reception for the delegates at Sparrow's nest on the Friday evening, when the grounds presented a charming spectacle with all the flower beds in their full beauty, and with gay bunting and lanterns overhead. There was a very enjoyable concert, after which a good orchestra played for dancing on the lawn.

### Conference Lunches.

On Saturday the N.E.C. and guests were entertained to lunch by the Corporation at the Grand Hotel, with the Mayor in the chair. The Deputy Mayor (Councillor A. Evans, J.P.), in proposing the toast of the Association, described the pleasure it was to have the Conference at Lowestoft, and wished it all success. Mr. E. W. B. Abbott replied, offering thanks for the warmth of the welcome given and the perfection of the arrangements made.

On the Monday the local Conference Council were the guests at a lunch at the Grand Hotel given by the N.E.C. Mr. S. Lord proposed the toast of the Lowestoft Conference Council, praising their efforts and congratulating them on the success. He singled out for special mention the President (Mr. C. Ashton Stray, Town Clerk) and the Hon. Secretary (Mr. R. P. Howard). Mr. Stray replied on behalf of his colleagues, admitting that there had been a great deal of very hard work involved, but that its success and the measure of appreciation accorded had made it worth while.

### Visit to Norwich.

Some 200 delegates went on a visit to Norwich. After a tour of the Cathedral lunch was served in St. Andrew's Hall, at which the Lord Mayor presided, and made a notable speech of welcome, praising the work of the Association. During the afternoon the visitors inspected the buildings and objects of special interest, and were afterwards entertained to tea in the Castle Museum by the Norfolk County Branch in conjunction with the Norwich Branch. The local arrangements were carried out jointly by these two branches.

## The Church Service.

On Sunday the 8th June many delegates were present at a special service at Lowestoft Parish Church.

Those attending the service assembled at the Town Hall and marched in procession to the church.

At the head of the procession was the British Legion Band. A contingent from the Fishery Protection boat Cherwell followed, and then came members of the Fire Brigade. The mace-bearer and the staff-bearer marched at the head of the civic representatives and the N.A.L.G.O. officers. The Mayor of Lowestoft (Mr. George Shadforth) and the Town Clerk (Mr. C. Ashton Stray), both of whom were wearing their robes, were present, and among those following were Mr. William Graham, Sir Herbert Nield, Mr. Gervais Rentoul and Mr. A. P. Johnson. A large number of the delegates and their friends were present.

At St. Margaret's Church, most of the seating accommodation of which was utilised, the sermon was preached by Canon Kendall, of Norwich Cathedral. Mr. E. Banks was at the organ. The collection was devoted to the Lowestoft and North Suffolk Hospital Funds.

### Insurances.

The attention of readers desiring any class of insurance is directed to the announcement on page ii of the cover which offers a substantial saving by insuring through the Local Government Guarantee Society, 7, 8 and 9, St. James's Street, S.W.1. [ADVT.]

## Boots Booklovers' Library Service.

We are now approaching the time for the renewal of the Library service arranged with Messrs. Boots Booklovers' Library. It is quite evident from the increasing membership that this scheme is giving entire satisfaction. We wish to draw the attention of all members desirous of renewing their subscriptions for the ensuing year to the methods which will be employed in future.

The present subscription will expire on the 31st July, and we are anxious that the renewal of these subscriptions should take place with the least possible inconvenience to members and to Messrs. Boots.

All members desirous of renewing their subscriptions should obtain a Renewal Application Form from the Branch Secretary. This form is only issued to bona fide members of the N.A.L.G.O. and is endorsed accordingly. The forms should be filled in and, accompanied by remittance, handed to the Librarian of the local or most convenient branch of Messrs. Boots Booklovers' Library. The membership token at present in the member's possession should be presented with this application for renewal.

It is essential that application for renewal should be made on or before the 1st August in order to avoid delay in the issue of the new token. The new membership token will be available within six days of the date of renewing the subscription, and an opportunity should be made of collecting this token within this period from the branch at which payment was made.

Failing the renewal of this subscription any subscriber detaining the property of the Library beyond the period subscribed for will be charged for such detention. Whether subscribers renew or not, present tokens must be surrendered upon expiry.

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In order to meet the convenience of those members who do not desire immediately to take up this scheme, application forms will be supplied at any date, but the remittance should accompany the form when handed to the Librarian of the branch, as stated above, assessed at:—

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Branch Secretaries should write to the Nalco Headquarters for supplies of the Application Form, stating the number required. These forms can be used for new subscribers as well as for renewals and by all N.A.L.G.O. members.

### N.P.L.O.A. SCHEME.

Those officers who were subscribers under the N.P.L.O.A. scheme will require to renew their subscriptions to the Library for 13 months so as to bring the date of expiry into line with the N.A.L.G.O. Scheme (31st July).

## SPECIAL NOTICE

As from the 1st July all communications for the N.P.L.O.A. Approved Society and for the National and Local Government Officers Mutual Insurance Association Ltd., should be addressed to 24, Abingdon St., Westminster, S.W.1.



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The percentage increases in each of the five groups on which the Index Figure is based are as follows:—

		Apl.	May.	June.
Food (7½) . . . . .	...	43	40	38
Rent (2) . . . . .	...	52	53	53
Clothing (1½) . . . . .	...	115	115	115
Fuel and Light (1) . . . . .	...	75	70	70
Other Items (½) . . . . .	...	80	80	80

The figures in brackets denote the proportion of each item out of a total of 12) as calculated by the Ministry of Labour.

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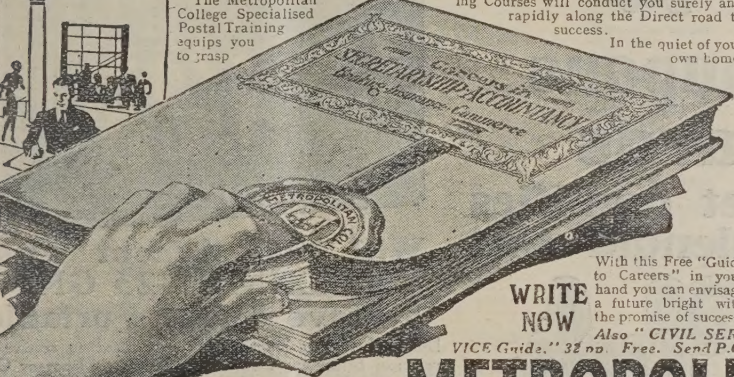
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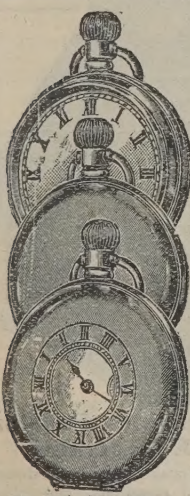
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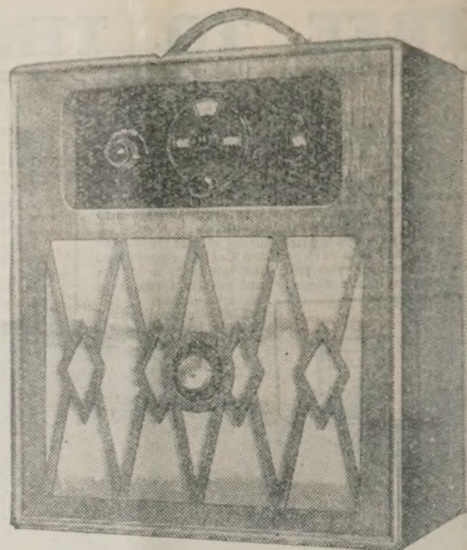
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